



OPERATION
HIRE
MARYLAND



Creating a Veteran-Friendly Business Network



Employer Networking Meeting
September 28, 2016
CareFirst BlueCross BlueShield
Cumberland, Maryland

Special Thanks To:
CareFirst



OPERATION HIRE MARYLAND



Creating a Veteran-Friendly Business Network



Opening

Pledge, Dana Hendrickson, Outreach Director, MDVA
Welcome, Daniel Lessard, CareFirst



OPERATION HIRE MARYLAND



Creating a Veteran-Friendly Business Network



Guest Speaker

Chris Taylor
Account Manager II
CareFirst
Sergeant, US Army Reserves



OPERATION HIRE MARYLAND



Creating a Veteran-Friendly Business Network



Program Overview

The mission of Operation Hire Maryland is to create an ongoing program which supports employers as they develop or expand upon their veteran hiring and retention initiatives. Through the collaboration and efforts of Operation Hire Maryland participants, a veteran friendly business network will be established to share best practices and proven methods for veteran recruitment, hiring, on boarding, and retention in the civilian work place.

The employment effect

For transitioning service members, especially those living with the impact of post traumatic stress, employment serves as a source of achievement, satisfaction and a boost to self esteem, in addition to providing income.

Work is often a critical element of a therapeutic road to recovery and routine.

WHY Hire Veterans?

- Knowledge, skills, and competencies
 - Mission driven
 - Leadership
 - Accountable
 - Adaptable
 - Disciplined
 - Strong work ethic
 - Integrity
 - Flexible
 - Humorous

It's simply good for business

Research studies dating back to 1948 have consistently shown that employees with disabilities have: average or better attendance, lower turnover, and average or better job performance than their nondisabled counterparts.

Military veterans tend to need less supervision than the average employee.

Often....

All that is needed is what all employees typically need:

Clear expectations, with an understanding of the chain of command and/or who to report to with questions.

Source: White House Business Council

What can you do as a hiring manager?

Listen to your veterans

Become an advocate

Know the resources

Be veteran friendly

Encourage veteran affinity groups

Educate yourself on combat trauma

Develop community partnerships

Resources

Roslyn Jones, Local Veteran Employment Representative
Maryland Department of Labor, Licensing, and Regulation
Veteran Employment Program



<http://www.dllr.state.md.us/employment/vetsposbrochure.pdf>

**ONE-ON-ONE
ASSISTANCE**
Veterans' Services at
Maryland's American Job
Centers

Jobs for Maryland Veterans

EMAIL

Distributed bi-weekly

As a service to our veterans and employers

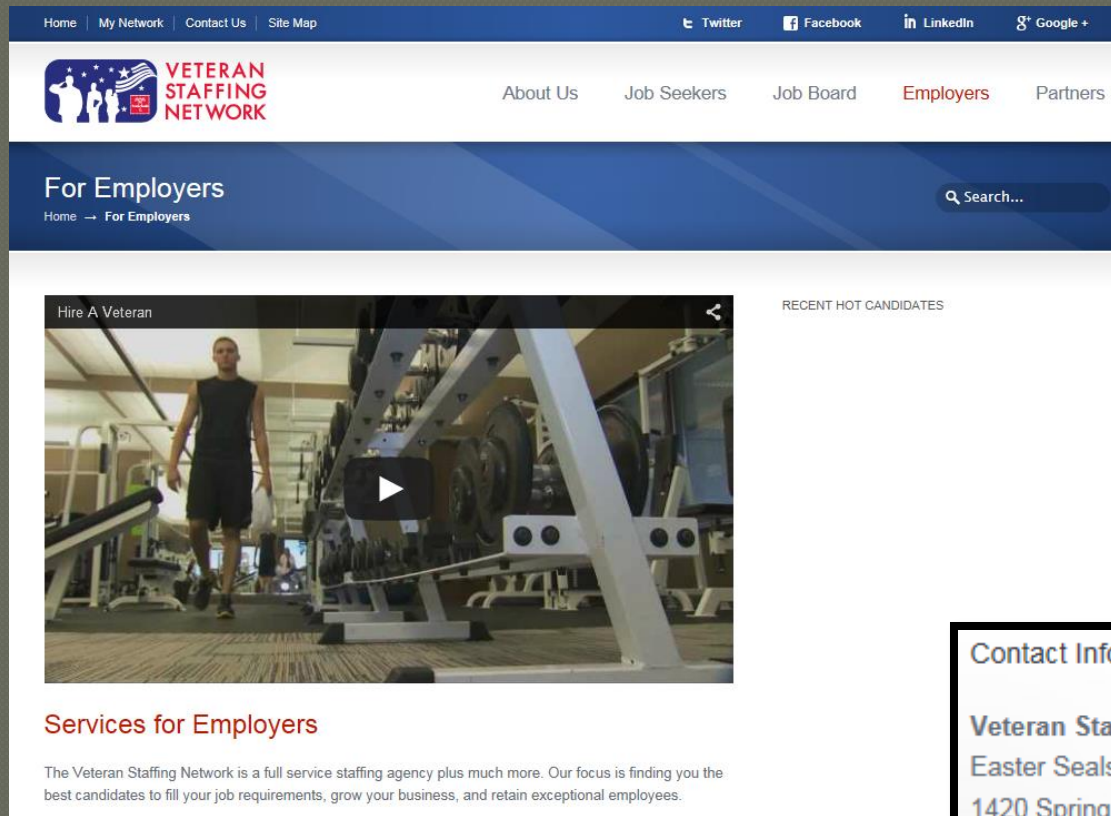
Email: Denise Nooe, Outreach Coordinator

Maryland Department of Veterans Affairs

410-260-3840

denise.nooe@maryland.gov

Easter Seals Veterans Staffing Network



The screenshot shows the 'For Employers' page of the Veteran Staffing Network. The top navigation bar includes links for Home, My Network, Contact Us, and Site Map, along with social media icons for Twitter, Facebook, LinkedIn, and Google+. Below this, a secondary navigation bar features links for About Us, Job Seekers, Job Board, Employers (highlighted in red), and Partners. The main header area has the text 'For Employers' and a search bar. The content area is divided into two columns. The left column features a video player with the title 'Hire A Veteran' and a play button icon. Below the video is a section titled 'Services for Employers' with a paragraph describing the network as a full-service staffing agency. The right column is titled 'RECENT HOT CANDIDATES'.

Home | My Network | Contact Us | Site Map

Twitter Facebook LinkedIn Google +

VETERAN STAFFING NETWORK

About Us Job Seekers Job Board **Employers** Partners

For Employers

Home → For Employers

Search...

Hire A Veteran

RECENT HOT CANDIDATES

Services for Employers

The Veteran Staffing Network is a full service staffing agency plus much more. Our focus is finding you the best candidates to fill your job requirements, grow your business, and retain exceptional employees.

<http://veteranstaffingnetwork.org/for-employers>

Contact Information

Veteran Staffing Network
Easter Seals DC|MD|VA
1420 Spring Street
Silver Spring, MD 20910
855-838-7111

Hiring Our Heroes US Chamber Foundation

A program of the U.S. Chamber of Commerce Foundation



HIRING OUR HEROES
DASHBOARD

Custom Resources for Veterans,
Military Spouses & Employers

SIGN UP NOW

SCROLL TO LEARN MORE



EMPLOYER
ROADMAP

POWERED BY



EMPLOYER SEARCH ENGINE

SEARCH VETERAN AND SPOUSE RESUMES IN:



CAREER
spark



VIRTUAL JOB SCOUT

POWERED BY

GIVE
STEVEN & ALEXANDRA
COHEN FOUNDATION



Get a personalized military hiring strategy



Access our resume database to find potential candidates



Connect with veterans and military spouses through virtual hiring fairs

www.myhoh.org

Veterans Employment Toolkit

» Veterans Employment Toolkit

Veterans Employment Toolkit

Home

Veterans Are Valuable Assets

» Understanding the Military Experience

» Supporting Your Veteran Employees

Resources

» Resources for Veterans

About This Toolkit

Contact Us

» More Health Care



Supporting Veterans

Want to know how to use management styles similar to the military training model to help improve or maintain a Veteran employee's job performance?

[Learn more »](#)

Why Hire Veterans

Understand the Military

How to Support Veterans

HIGHLIGHTS

New resources for EAP Providers
[Check Out Now »](#)



Welcome to Veterans Employment Toolkit

Our aim is to help employers, managers and supervisors, human resource professionals, and employee assistance program (EAP) providers relate to and support their employees who are Veterans and members of the Reserve and National Guard.

In this toolkit, you can learn about Veterans and the military, such as what Veterans bring to the workplace and what the military structure and culture is like. You can also learn how to support employees who are Veterans or members of the Reserve or National Guard in the workplace, through reading about common challenges and how to help, reviewing communication tips, reading a report about Veterans in the workplace, or by downloading handouts to use with EAP clients. Finally, Veterans and their family members can find employment resources for Veterans.

QUICK LINKS

Hospital Locator

Zip Code

Health Programs

Protect Your Health

Resources

United States Department of Veterans Affairs Veterans Employment Center

Employment Center » **Employers**

Find the best candidates for your open positions.

Search our verified Veteran profiles. Post a job. And be sure to make a Veteran hiring commitment — put your company front and center as one that stands with America's Veterans and their families.

Post a Job

Your listing will be searchable by our capable Veteran workforce and their families.

Find Veteran Candidates

Leadership, problem solving, management, operations, customer service, sales, and a host of technical skills are just a few of their talents. View their profiles and save favorites.

Employers:
Log in to create/manage your account.

[Sign in with LinkedIn](#)

[Sign in with Google](#)

Make a Hiring Commitment

Stand with Veterans by making a public commitment to hire Veterans. Your pledge will be appreciated by all Americans, and especially by the Veteran community.

Online training for employers

<http://www.va.gov/vetsinworkplace/>

<https://www.vets.gov/veterans-employment-center/employers>

Resources

Employment Support for the Guard and Reserve www.esgr.mil

The screenshot displays the ESGR website's 'Who is ESGR' page. The top navigation bar includes links for Home, State Pages, Contact Us, and a search function. Below this is a secondary menu with links for About ESGR, Employers, Service Members & Family, Volunteers, Employer Awards, USERRA, News & Events, and Resources Library. The main content area features a left sidebar with a table of contents for 'Who is ESGR', including links to Mission and Strategy, Leadership, Year in Review, and Contact. The central text block provides a detailed history of ESGR, established in 1972, and describes its mission to support Reserve Component Service members and their families through a network of volunteers. A right sidebar contains six red buttons with white text: 'SUPPORT YOUR EMPLOYEE', 'NOMINATE YOUR EMPLOYER', 'STATE PAGES', 'VOLUNTEER', 'REQUEST ASSISTANCE', and 'YEAR IN REVIEW'. Below these buttons is a 'RELATED LINKS' section with links to 'Leadership', 'Mission and Strategy', and 'Statement of Support'.

HOME » ABOUT ESGR » WHO IS ESGR

Who is ESGR

[Mission and Strategy](#)

[Leadership](#)

[Year in Review](#)

[Contact](#)

Who is ESGR

ESGR, a Department of Defense office, was established in 1972 to promote cooperation and understanding between Reserve Component Service members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment. ESGR is supported by a network of more than 4,600 volunteers in 54 committees located across all 50 states, the District of Columbia, Guam-CNMI (Commonwealth of the Northern Mariana Islands), Puerto Rico and the U.S. Virgin Islands. Volunteers, hailing from small business and industry, government, education and prior military service bring a vast wealth of experience to assist in serving employers, service members and their families. Together with Headquarters ESGR staff and a small cadre of support staff for each State Committee, volunteers work to promote and enhance employer support for military service in the Guard and Reserve.

ESGR has served our country for more than 40 years, fostering a culture in which all employers support and value the employment and military service of members of the National Guard and Reserve in the United States. These citizen warriors could not defend and protect us at home and abroad without the continued promise of meaningful civilian employment for themselves and their families. ESGR has continued to adapt to meet the needs of Reserve Component members, their families and America's employers by joining forces with a network of other national, state and local government and professional trade organizations as together, We All Serve!

SUPPORT YOUR EMPLOYEE

NOMINATE YOUR EMPLOYER

STATE PAGES

VOLUNTEER

REQUEST ASSISTANCE

YEAR IN REVIEW

RELATED LINKS

[Leadership](#)

[Mission and Strategy](#)

[Statement of Support](#)

Maryland's Commitment to Veterans

Provides a confidential forum for veterans and family members to discuss challenges they are facing.

Assists with coordinating behavioral health services for veterans through the USVA or the community.



Panel Discussion

Recruitment, resources, and support

- John Way, Owner, Jiffy Lube-Pikesville
- Danny Farrar, Owner, SoldierFit
- Ed Graham, MDNG, Transition Assistance Advisor
- Christine Meehan, Frederick County SHRM

Resources

Working with the U.S. VA's Supportive Services for Veterans and Their Families Program Providers

Listed below are the organizations who manage this program, the counties they serve, and their contact information

- Alliance, Inc. (serving Baltimore, Howard, Harford, Cecil, Carroll, Anne Arundel, Frederick, Kent, Queen Anne's, Washington, Wicomico, Somerset, Worcester, Talbot, Caroline, Dorchester, and Baltimore City) 410-282-5900, ext.3333
- Three Oaks Homeless Shelter (serving St. Marys, Charles, and Calvert) 301-863-9535
- Project PLASE, Inc. (serving Baltimore City and Baltimore County) 410-837-1400, Ext. 111 or Ext. 123
- New Vision House of Hope (serving Baltimore City) 443-838-2670
- Diakonia (serving Somerset, Wicomico, and Worcester) 410-213-0923
- St. James AME Church-Zion House (serving Caroline, Talbot, Queen Annes, Kent, Dorchester, Wicomico, Worcester, and Somerset) 410-742-1427
- Housing Counseling Services (serving Montgomery, Prince George's) 202-667-7006, Ext. 129 or Ext. 218
- Friendship Place (serving Montgomery, Prince George's, Frederick) 202-658-9599
- US Vets (serving Prince George's, Montgomery) 202-573-2790
- Operation Renewed Hope (serving Prince George's) 703-887-8117

Source: United States Department of Veterans Affairs

Maryland National Guard Family Assistance Centers

Air Guard

Warfield Air National Guard Base
2701 Eastern Boulevard
Baltimore, MD 21220
410-918-6768

Annapolis

LTC (MD) E. Leslie Medford Armory,
18 Willow St., Annapolis, MD 21401
Phone: 410-266-7391

Havre De Grace

301 Old Bay Lane,
Havre De Grace, MD 21078
Office: 410-942-8217

Hagerstown

18500 Roxbury Rd.,
Hagerstown, MD 21740
Phone: 301-791-6039/1043

Salisbury

CSM Blair Lee Crockett Armory,
28722 Ocean Gateway, Salisbury,
MD 21801
Phone: 410-507-2275

Towson

MG (MD) Harry C. Ruhl Armory,
1035 York Rd., Towson, MD 21204
Phone: 410-825-2858



Maryland National Guard Transition Assistance Advisor

Edward (Ed) Graham
Maryland Air/Army National Guard
5th Regiment Armory
210 29th Division Street
Baltimore, MD 21201
410-576-2994
ed.m.graham8.ctr@mail.mil

Contact Information

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